



# **BITOU LOCAL MUNICIPALITY**

## **RE-ADVERTISEMENT**

*Bitou Municipality is inviting applications for the following vacancy from suitable qualified professionals. Preference will be given to local residents before considering candidates outside the Bitou Municipal Area*

**POSITION: SENIOR FITTER**  
**DIRECTORATE: ENGINEERING SERVICES**  
**DIVISION: WATER & WASTEWATER SERVICES**  
**SECTION: PUMP STATION OPERATORS**  
**BASIC SALARY: R 394 551.72 – R 512 155.32 (T12) Per Annum**  
**REF NO: NOTICE: 47 of 2025**

**QUALIFICATIONS AND EXPERIENCE:** • Trade Certificate as a Fitter or Millwright • Must have at least 3-5 years' experience as a qualified Fitter or Millwright with experience related to pumps and electrical equipment in a municipal environment

**REQUIREMENTS AND SKILL:** Computer literate. • Valid Code C1 driving license with PRDP or it must be obtained within 6 months of commencing with employment. • Communication in at least two of the three Official Languages of the Western Cape • Project management and supervision skills • Interpersonal skills • Conflict resolution skills • Attention to detail • Ability to function effectively under pressure • Work independently and willingness and availability to work after hours • Comply to safety procedures and guidelines (Occupational Health and Safety Act, 85 of 1993)

**FUNCTIONS & RESPONSIBILITIES:** • Monitors and controls personnel and operational requirements associated with the Plan Station Operations • Supervising, scheduling and undertaking of activities associated with the construction and installations of mechanical pumps (motors, equipment/accessories/parts/components) • Supervise and undertakes activities and sequences associated with maintaining and monitoring the functionality by conducting investigations and inspections to assess work in progress and procedural applications are adhered to • Supervises activities/sequences associated with troubleshooting, fault finding and repairing to mechanical reticulation systems • Coordinates and controls tasks/activities of personnel and allocates and prioritizes outcomes • Interpret and coordinate specific pre-work/site requirements with regards to repairs and planned and predictive maintenance sequences in relation to pump station repairs and maintenance and guides the activities of personnel • Complete internal transactional documentation (time sheets, log sheet, progress and productivity field report, etc.) and related forms (vehicle checklist) • Perform specific tasks associated with the operation of heavy and/or specialized vehicles and equipment (Crane Trucks; etc.) during plumbing installation, repair and maintenance activities • Coordinate activities and sequences associated with maintaining the functionality of mechanical parts and equipment/machinery at pump stations • Perform any other related duties as instructed by supervisor

### **COMPETENCIES REQUIRED**

#### **1. CORE PROFESSIONAL COMPETENCIES**

- **Managing Work:** Makes contingency plans;
- **Problem Solving:** Generates various solutions and contingency plans for localized problems;
- **Planning and Organising:** Sets goals and objectives relevant to the function;
- **Quality Orientation:** Maintains a project checklist covering all detail that may be overlooked;

#### **2. FUNCTIONAL COMPETENCIES**

- **Work Place Safety:** Ensure the effective execution of health and safety regulations;
- **Discipline Specific Skills:** Applies specialist knowledge to situations, to solve problems;

#### **3. PUBLIC SERVICE ORIENTATION COMPETENCIES**

- **Service Delivery Orientation:** Understands and articulates client needs;
- **Interpersonal relationships:** Convinces others of ideas without suppressing their views;
- **Communication:** Communicates effectively both verbal and written;
- **Customer orientation and customer focus:** Understands the client's issues

#### **4. PERSONAL COMPETENCIES**

- **Action Orientation:** Inspires others through own actions and attitude to perform;
- **Resilience:** Plans and initiates new ways forward;
- **Accountability and Ethical Conduct:** Aware of potential conflicts of interest;
- **Learning Orientation:** Creates a learning environment and encourages others to learn;

#### **5. MANAGEMENT / LEADERSHIP COMPETENCIES**

- **Direction Setting:** Good at establishing clear direction;
- **Impact and influence:** Tactfully confronts and corrects others when necessary;
- **Team Orientation:** Encourages team approach to problem solving;
- **Coaching and mentoring:** Encourages 'on-the-job' training and the acquisition of new skills;

*Work related enquiries can be directed in writing to the Senior Manager: Water & Waste Water Services, Mr EC Oosthuizen, at e-mail: [eoosthuizen@plett.gov.za](mailto:eoosthuizen@plett.gov.za) or 044 501 3382.  
For general enquiries contact Mrs. VR Cunningham on telephone no: 044 501 3418.*

Candidates must be willing to be subjected to an interview and competency assessment and must be aware that previous employers and references will be contacted and their qualifications, credit and criminal record will be verified. The candidates will be required to disclose all Financial Interests.

Application forms are available on the Bitou website ([www.bitou.gov.za](http://www.bitou.gov.za)). A comprehensive CV, original certified copies of Identification documents, qualifications, and driver's license must accompany the application form and must be hand delivered/couriered to the Human Resources Section, Bitou Municipality, 1 Sewell Street, Plettenberg Bay or posted to Private Bag X1002; Plettenberg Bay; 6600.

Bitou Municipality is an equal opportunity employer. Candidates from the designated groups, including those with disabilities, are encouraged to apply.

**Please take note:**

1. **ONLY** hard-copy applications will be considered. **No** electronic or faxed applications will be accepted.
2. Please complete the Reference Checking Consent & Authorization Form which is available on the Municipality's Website. (*Compulsory*)
3. **LATE APPLICATIONS** will not be considered. Canvassing of Councillors with the purpose of being appointed is not permitted and proof of such canvassing shall lead to disqualification.

**M MEMANI**  
**MUNICIPAL MANAGER**

**CLOSING DATE: 14 March 2025 @ 12h00**

If you receive no feedback from us within 12 weeks after the closing date, please accept that your application was unsuccessful.  
**Bitou Municipality reserves the right not to make any appointment and to re-advertise before a short list is compiled.**